

### Old Age, Disability, Death

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First law: 1922.

Current law: 1990, as amended 1992.

Type of program: Social insurance system.

**Exchange rate:** U.S.\$1.00 equals 429 Dram (dr).

#### Coverage

All employees.

#### Source of Funds

**Insured person:** 1% of earnings.

**Employer:** 35% of payroll.

**Government:** None.

Above contributions also finance benefits for work-injury disability and survivors, and for unemployment.

#### Qualifying Conditions

**Old-age pension:** Age 60 and 25 years of covered employment (men), or age 55 and 20 years of work (women); age 50 with 20 years of work for arduous or hazardous work, and mothers of 5 or more children or of disabled children. Covered employment includes years spent in higher education, serving in armed services, taking care of disabled persons or children under age 3, and periods of unemployment while seeking a job.

**Disability pension:** Total disability (incapacity for any work):

Group I disability, requiring constant attendance; Group II disability, not requiring constant attendance.

Partial disability (incapacity for usual work): Group III disability, insured has a minimum of 1 to 15 years of covered employment, depending on age of onset of disability.

**Survivor pension:** Insured had up to 15 years of work, payable to surviving children whether or not dependents of the insured; and to nonworking dependents (including spouse; either parent, if disabled or not yet of pensionable age; grandparents, if no other support available).

**Social pension:** Non-working or disabled citizens who meet the age requirements (i.e., age 65 for men, 60 if women, or if mother of 5 or more children; orphans under age 18, 23 if students; or disabled children under age 16) but are not eligible for employment-related old-age, disability, or survivor pension.

#### Old-Age Benefits

**Old-age pension:** 60% of wage base if 25 years of work (men) or 20 years (women), plus 1% of wage base for each year in excess of 25 years (men, or 20 for women). Payable monthly.

Wage base equals gross average earnings of any 5 consecutive years in last 15 years of covered employment.

**Social pension:** 60% of minimum wage (100% if mother of 5 or more children).

**Adjustment:** Periodic benefit adjustments according to cost of living changes.

#### Permanent Disability Benefits

**Disability pension:** Total disability pension: Group I, 60% of wage base; Group II, 50%.

**Partial disability (Group III):** 30% of wage base. Payable monthly.

**Social pension:** 100% of minimum wage for Group I disabled adults, and for Group I and II disabled children (aged under 16); 60% for Group II disabled adults; 40% for Group III disabled adults.

**Adjustment:** Periodic benefit adjustments according to cost of living changes.

#### Survivor Benefits

**Survivor pension:** Payable monthly at 1/6 of monthly benefit for each dependent survivor of pensioner.

**Adjustment:** Periodic benefit adjustments according to cost of living changes.

#### Administrative Organization

Ministry of Labor and Social Security, general coordination.

Regional and local social security departments, administration of program. Pension Fund, program financing.

### Sickness and Maternity

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First law: 1912.

Current law: 1955, as amended 1990 and 1992.

Type of program: Dual social insurance (cash benefits) and universal (medical care) systems.

#### Coverage

**Cash benefits:** Employed persons. **Medical care:** All residents.

#### Source of Funds

**Insured person:** None.

**Employer:** **Cash benefits:** 2% of payroll; **medical care:** whole cost of optional employer-operated health care facilities.

**Government:** Cost of medical care and universal maternity cash benefits paid by both central and local government budgets.

#### Qualifying Conditions

**Cash and medical benefits:** No minimum qualifying period.

#### Sickness and Maternity Benefits

**Sickness benefit:** Payable in case of illness or to care for sick family member; information about benefit level and duration not readily available.

**Maternity benefit:** 100% of earnings payable for 70 days before and 70 days after confinement; for a maximum of 155 days if complications in childbirth, or 180 days for multiple births.

Monthly benefits equal to 100% of minimum wage paid for maternity leave until child is 18 months old.

Optional part- or full-time unpaid leave for child care granted to either parent, grandparent or relative until child is 3 years old.

#### Workers' Medical Benefits

**Medical benefits:** Medical services provided directly to patients by governmental health providers.

Preventive care, general and specialist curative care, hospitalization, laboratory services, dental care, maternity care, and transportation. Patient ordinarily pays part of cost of appliances. Medicines, if provided with hospitalization, are free. Also free for disabled children under age 16, children under age 1, and pensioners receiving minimum pension. Care in sanatoria and rest homes, preference being given to workers who may pay part of cost.

### Dependents' Medical Benefits

**Medical benefits for dependents:** Same as for head of household.

### Administrative Organization

**Cash benefits:** Armenian Social Insurance Fund, general oversight of the program; Ministry of Social Security, and social security departments of local governments, administration of benefits.

**Medical care:** Ministry of Health, and health departments of local governments, general supervision and coordination; provision of medical services through clinics, hospitals, maternity homes, and other facilities administered by the Health Ministry and local health departments.

### Workers' Medical Benefits

**Medical benefits:** Same as under general medical care, plus full cost of appliances and medicines (see Sickness and Maternity, above).

### Survivor Benefits

**Survivor pension:** Same as general survivor pensions above (see Old Age, Disability, Death, above).

### Administrative Organization

**Temporary disability benefits:** General supervision by Armenian Social Insurance Funds; enterprises and employers pay benefits to own employees.

**Pensions:** Same as under old-age, disability and survivor pensions above.

**Medical care:** Same as under general medical care above (see Sickness and Maternity, above).

## Unemployment

First law: 1921.

Current law: 1991.

Type of program: Social insurance system.

### Coverage

Residents aged 14-59 (men) or 14-54 (women).

### Source of Funds

**Insured:** See pension contributions above.

**Employer:** See pension contributions above.

**Government:** Subsidies as needed from central and local governments.

### Qualifying Conditions

**Unemployment benefit:** Dismissed as result of reorganization, staff reduction, or cancellation of collective agreement. Unemployed had a minimum of 12-weeks of covered employment in 12-month period preceding unemployment. Seeking to rejoin labor force after a lengthy period of interruption, or seeking work for the first time. Registered at employment office. Ability and willingness to work. Benefits may be reduced, suspended or terminated if worker is discharged for violating work discipline, leaving employment without good cause, violating conditions for job placement or vocational training, or filing fraudulent claims.

### Unemployment Benefits

**Unemployment benefit:** For the unemployed who were dismissed due to reorganization, staff reduction or cancellation of collective agreement: 75% of average monthly earnings in previous workplace for the first 8 calendar weeks, and 50% of average monthly earnings for additional 24 weeks. For those who have had at least 12 weeks' covered employment in last 12 months: 50% of previous average monthly earnings for 24 calendar weeks. An additional 2 weeks of benefits for every 5 years' covered employment beyond the first 10 years.

## Work Injury

First law: 1955.

Current laws: 1995 and 1992 (short-term benefits), 1990 and 1992 (pensions).

Type of program: Dual social insurance (cash benefits) and universal (medical care) system.

### Coverage

**Cash benefits:** All employees. **Medical care:** All residents.

### Source of Funds

**Insured person:** Cash benefits: see pension contributions above; medical care: same as under general medical care (see Sickness and Maternity, above).

**Employer:** Same as above.

**Government:** Same as above.

### Qualifying Conditions

**Work-injury benefits:** No minimum qualifying period.

### Temporary Disability Benefits

**Temporary disability benefit:** 100% of average monthly earnings in last 12 months preceding onset of work injury or occupational disease.

Payable from first day of incapacity, until recovery or award of permanent disability pension.

### Permanent Disability Benefits

**Permanent disability pension:** Proportion of average monthly wage in last 12 months preceding disability, depending on extent of incapacity up to a maximum of 100% of average monthly wage for total disability.

For unemployed persons who never worked before, who seek to rejoin the work force after a lengthy (over one year) interruption, or who resigned from posts: 100% of minimum wage for 12 calendar weeks.

Maximum: 3 times of minimum wage; minimum: 100% of minimum wage (reduced to 50% of minimum wage in case of voluntary separation from employment or dismissed as result of violation of labor discipline).

### **Administrative Organization**

State Employment Service and city and regional employment centers, administration of program.

## **Family Allowances**

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First law: 1944.

Current law: 1992, as amended 1993.

Type of program: Dual universal and social assistance system.

### **Coverage**

Families with children.

### **Source of Funds**

**Insured person:** None.

**Employer:** None.

**Government:** Whole cost.

### **Qualifying Conditions**

**Family allowances:** Children under age 17.

Low-income allowances: urban families with children, if income per capita lower than 60% of minimum wage.

### **Family Allowance Benefits**

**Family allowances:** 450-650 dr. per month (as of April 1, 1995), depending on number of children. Supplementary benefit: 700 dr. (as of December 1, 1994) per month for unwed or single mother.

Birth grant: 3000 dr. (as of April 1, 1995).

*Low-income* supplement: 10% of minimum wage per month per child; maximum: 60% of minimum wage per family.

### **Administrative Organization**

Ministry of Labor and Social Security, and local departments of social security.